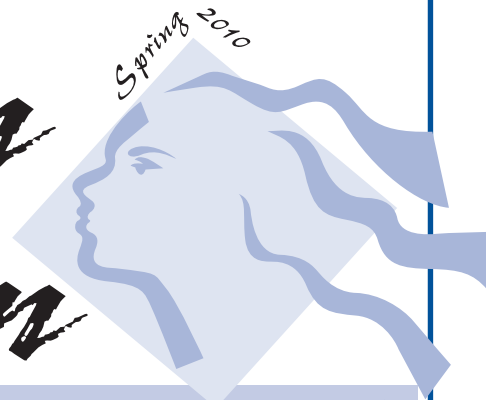


Michigan Women

A Publication
of the
Michigan
Women's
Commission

Spring 2010



◆ GOVERNOR JENNIFER M. GRANHOLM ◆ DEPARTMENT OF CIVIL RIGHTS INTERIM DIRECTOR DANIEL H. KRICHBAUM ◆
◆ CHAIR EMMA BELL ◆ EXECUTIVE DIRECTOR JUDY KARANDJEFF ◆

The Gender Wage Gap

We are making progress in the workplace and more work is needed. On March 11, the U.S. Senate Health, Education, Labor and Pensions Committee held a hearing, "A Fair Share for All: Pay Equity in the New American Workplace." Chair U.S. Senator Tom Harkin said, "America's women are working harder than ever, but they're not being fairly compensated for their contributions to our economy. As a result, their families are struggling to put food on the table, pay for child care, and deal with rising health care bills. This isn't fair, and it isn't right.

Now it is true that some of the wage gap is explained by how society deals with the realities of working woman's lives, such as time away from the workforce to have children and care of family members. But, as we will hear today, the substantial gap in earnings between men and women cannot be explained completely by differences in work patterns, or even by differences in education, experience, or occupation. The evidence shows that actual gender discrimination accounts for much of the disparity between men and women's pay, and our laws have not done enough to present

this discrimination from occurring."

Nationally, during 2009, the gender wage gap narrowed slightly, according to the Institute for Women's Policy Research. The median weekly earnings of female full-time workers were \$657, compared with male median weekly earnings of \$819. The ratio was 80.2. **80 cents to a \$1.00.** In 2005, the historical high was 81.0. Equal Pay Day, April 20, 2010, marked when women earned what men did in 2009. For the first time in US history women are the majority of the nation's paid workers. Women are the primary breadwinners

or co-breadwinners in 63.3% of American families. <http://www.iwpr.org/pdf/C350.pdf>

We know that median weekly earnings also vary by race/ethnic background for full-time workers. (See chart, next page.)

In 2008, 59.3% of Michigan women participated in the labor force, comparable to 59.5% nationally. Michigan now ranks 44th in the nation for the ratio of women's to men's earnings for full-time, year-round work – **71.8% 72 cents to a \$1.00** (National Women's Law Center, April, 2009)

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The Gender Wage Gap

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Median Weekly Earnings 16 years & older, by Race/Ethnic Background for Full-time workers, 2009

Race/Ethnic	Female	Male	Female/male earnings
All	\$657	\$819	80.2%
White	\$668	\$845	79.2%
African Am	\$582	\$621	68.9%
Hispanic	\$509	\$569	60.2%
Asian Am	\$779	\$952	92.2%

US DOL Bureau of Labor Statistics <http://www.bls.gov/cps/cpsaat37.pdf>

Women's Median Yearly Earnings

- \$35,260 for full-time/year-round in Michigan
- \$35,471 for full-time/year-round in US

Men's Median Yearly Earnings

- \$48,720 for full-time/year-round in Michigan
- \$45,556 for full-time year-round in US

American Community Survey 2008

Women are still in female concentrated industries that often pay less than male concentrated industries. Women make up the following percentage in each category:

- Secretaries and Administrative Assistants 96.1%
- Childcare Workers 95.6%
- Receptionists and Information Clerks 93.6%
- Bookkeeping, Accounting, Auditing Clerks 91.4%
- Maids and Housekeeping Cleaners 89.7%
- Personal and Home Care Aides 85.4%
- Elementary and Middle School Teachers 81.2%
- Cashiers 75.2%

US DOL Women's Bureau <http://www.dol.gov/wb/factsheets/20lead2008.pdf>

When you compare professions you can see which ones are male and female dominated professions.

Computer & Mathematics Occupations

Women – 27% Men – 73%

Office & Administrative Occupations

Women – 76% Men – 26%

Architecture & Engineering Occupations

Women – 13% Men – 88%

Healthcare Support Occupations

Women – 87% Men – 13%

American Community Survey 2008

Women lag behind men in both job level and salary starting from their first position post-business school and do not catch up, according to Catalyst's *Pipeline's Broken Promise*. The latest report examining high potential graduates from top business schools around the world. The study reveals that the assertion that women advance in compensation and level at the same pace as men is overstated and, in many cases, completely wrong. Even

after taking into account experience, industry, and region, the report found women start at lower levels than men, make on average \$4,600 less in their initial jobs, and continue to be outpaced by men in rank and salary growth. Only when women begin their post-MBA career at mid-management or above do they achieve parity in position with men. However, this accounts for only 10 percent of the women and 19 percent of the men surveyed, according to Catalyst. For more information go to www.catalyst.org.

There are laws dealing with some of the pay equity issues:

1963 – U.S. Equal Pay Act was signed, making it illegal to pay women lower rates for the same job strictly on the basis of sex.

1972 – Michigan enacted Equal Pay for Equal Work law (408.397).

2009 – U.S. Lily Ledbetter Fair Pay Restoration Act was enacted enabling victims of pay discrimination to file a complaint with the government against their employer within 180 days of their last paycheck.

New legislation is pending at the federal and state level. In January 2009, the Paycheck Fairness Act (H.R.12 and S.182) was introduced by then-Senator Hillary Clinton and Rep. Rosa DeLauro to strengthen the Equal Pay Act of 1963. The bill expands damages under the Equal Pay Act and closes a loophole for employers. In addition, the Paycheck Fairness Act calls for a study of data collected by the EEOC and proposes voluntary guidelines to show employers how to evaluate jobs with the goal of eliminating unfair disparities. The bill was passed by the U.S. House of Representatives on January 9, 2009, and action by the U.S. Senate is pending.

In Michigan, the following bills have been introduced:

SB 486 (Brater) - same as HB 4851 – amends Elliott Larsen to provide equal compensation for comparable work. Assigned to the Senate Committee on Commerce and Tourism.

SB 487 (Brater) - same as HB 4853- modifies provision regarding wage discrimination based on sex. Assigned to the Senate Committee on Commerce and Tourism.

SB 488 - (Whitmer)- same as HB 4854- establishes commission on pay equity. Assigned to the Senate Committee on Commerce and Tourism.

SB 489 (Whitmer) - same as HB 4852- increases penalties for wage discrimination based on gender. Assigned to the Senate Committee on Commerce and Tourism

HB 4851 (Bauer) - same as SB 486 amends Elliott Larsen Civil Rights Act to prohibit discrimination for failing to provide equal compensation for comparable work. Assigned to the House Labor Committee.

HB 4852 (Byrnes) - same as SB 489 - amends the penal code make crime if wage discrimination is based on sex. Assigned to the House Labor Committee.

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HB 4853 (Roberts) - same as SB 487 - amend the penal code provides penalties for wage discrimination based on gender increase under certain circumstances. Assigned to the House Labor Committee.

HB 4854 (Slavens) - same as SB 488 - amend Elliott Larsen - establishes a commission on pay equity. Assigned to the House Labor Committee.

On April 20, women throughout the United States will commemorate Equal Pay Day. Equal Pay Day symbolizes how far into the year a woman must work, on average, to earn as much as a man earned the previous year. (Tuesday is the day on which women's wages catch up to men's wages from the previous week.)

Legislative Update

On Thursday, March 25, Governor Granholm signed two bills into law, PA 19 and PA 20 of 2010, that will expand the reasons for personal protection orders (PPOs). HB 4221 & 4222 were introduced by Rep. Kate Ebli (D-Monroe) and others. The new laws will allow a court to issue a PPO for cyberstalking, restraining a person convicted of sexual assault or furnishing obscene material to a minor, if a petitioner were subjected to, threatened with, or placed in reasonable apprehension of sexual assault and also limit the admissibility of evidence of a petitioner's sexual conduct in any hearing on a PPO petition relating to sexual assault of furnishing obscene material to a minor. The new laws take immediate effect.

On March 24, the Michigan House of Representatives voted to pass part of the prevention package that the MWC supports:

HB 5155 (Warren) – requires emergency room or urgent care clinics to offer emergency contraception. The vote was 66-42.

HB 5158 (Meadows) – bill to require crisis pregnancy organizations to obtain informed consent by pregnant women before providing services. The vote was 66-42.

HB 5163 (Smith) – bill to provide age appropriate, medically accurate and objective sexuality education. The vote was 61-47

HB 5165 (Donigan) – bill to create the contraceptive education act. The vote was 65-43.

The bills are now in the Senate awaiting committee action. There are still other bills in the package that are on second reading in the House.

The MWC also voted to support a package of legislation to address human trafficking, HB 5575-5579. The bills are in the Senate Judiciary Committee.

For more information about legislation, please go to www.legislature.mi.gov.



From left to right, Mary Lovik (MI Domestic Violence Prevention & Treatment Board), Judge Joseph Costello (38th Circuit Court), Stephanie Johnson (Capitol Services), State Representative Kate Ebli (D-Monroe), Nathan Triplett (Legislative Aide to Representative Ebli), Governor Jennifer M. Granholm, Judy Karandjeff (MI Women's Commission), Jennifer Drumm (victim's advocate from Monroe), Mary Pollock (National Organization of Women), Melodie Brooks (Rape Crisis Center/Child Advocacy Center Director – Mercy Memorial Hospital), Kathy Hagenian (MI Coalition Against Domestic Violence & Sexual Assault), Rebecca Shiemke (Michigan Poverty Law Program).

Women in the Executive Branch

As we celebrate Women's History Month, it is important that we recognize the women who have or are serving Michigan citizens in various capacities in the executive branch. Below is a list of the women who have served as Directors of Michigan Departments during the 95 Legislative Sessions. During Governor Jennifer M. Granholm's administration, there has been the most women directors serving.

Additionally, we have listed all of the women who have been elected to state offices. We have made progress, but as you can see there are still opportunities for improvement.

A complete list of women who have been elected to the Michigan Legislature, 142 women, as well as women elected to the Michigan State Board of Education, Michigan State University, The University of Michigan, Wayne State University, at our website www.michigan.gov/mdcr. If you have additional information or corrections, please let MWC know.

Women Directors of Michigan Departments

Department	First Name	Last Name	Years	Administration
Agriculture		None		
Attorney General	Jennifer M.	Granholm	1999-2002	D
Budget Office	Mary	Lannoye	2003-2006	D
Budget Office	Mary	Lannoye	1998-2001	R
Career Development	Barbara	Bolen	1999-2002	R
Civil Rights	Ruth	Rasmussen	1975-1982	R
Civil Rights	Nanette	Reynolds	1993-2003	R & D
Civil Rights	Linda V.	Parker	2004-2008	D
Civil Service	Martha	Bibbs	1991-1993	R
Commerce	Kathleen	Wilbur	1995-1996	R
Community Health	Janet	Olszewski	2003-present	D
Consumer & Industry Services	Kathleen	Wilbur	1996-2002	R
Corporations & Securities Commission	Alice E	Alexander	1935-1937	D
Corrections	Patricia	Caruso	2003-present	D
Economic Development Corporation		None		
Education		None		
Energy, Labor & Economic Growth		None		
Family Independence Agency	Nannette M.	Bowler	2003-2004	D
Family Independence Agency	Marva Livingston	Hammons	1997-1998	R
Human Services	Marianne	Udow	2004-2005	D
Information & Technology	Teri	Takai	2003-2006	D
Labor	Betty	Howe	1985-1986	D
Licensing & Regulation	Kathleen	Wilbur	1991	R
Licensing & Regulation	Betty	Howe	1983-1984	D
Management & Budget	Patricia	Woodworth	1991-1994	D
Management & Budget	Janet	Phipps	1998-1999	R
Management & Budget	Lisa Webb	Sharpe	2005-2009	D
Management & Budget (acting)	Phyllis	Mellon	12/2009-3/2010	D
Mental Health		None		
Military Affairs		None		
Natural Resources & Environment	Rebecca	Humphries	2005-present	D
Public Health	Raj	Wiener	1989-1990	D
Public Health	Gloria	Smith	1985-1988	D
Public Health	Vernice Davis	Anthony	1991-1994	R
Secretary of State	Candice S.	Miller	1995-2002	R
Secretary of State	Terri Lynn	Land	2003-present	R
Social Services	Agnes M.	Mansour	1983-1986	D
Social Welfare	Frederica	Rogers	1939-1941	R
State Librarian	Harriet A	Tenney	1869-1891	R
State Librarian	Margaret Custer	Calhoun	1891-1893	D
State Librarian	Mary	Spencer	1893-1923	R
State Librarian	Mary	Frankhauser	1923-1933	R
State Librarian	Lillian	Navarre	1933-1935	D
State Librarian	Grace	McClure	1935-1941	R
State Librarian	Loleta	Fyan	1941-1961	D
State Police		None		
State Welfare	Evelyn	Mershon	1933-1935	D
Transportation	Gloria J.	Jeff	2003-2006	D
Treasury		None		

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Michigan Women in Selected Elected Offices

Office	Name	Date	District	Party
U. S. Representative	Ruth Thompson	1951-1957	Allegan County	R
U. S. Representative	Martha Wright Griffiths	1955-1974	Northwest Detroit	D
U. S. Representative	Barbara Rose Collins	1991-1997	Detroit	D
U. S. Representative	Debbie Stabenow	1997-2001	Lansing	D
U. S. Representative	Lynn N. Rivers	1995-2003	Ann Arbor	D
U. S. Representative	Candice Miller	2003-present	St. Clair Shores	R
U.S. Representative	Carolyn Cheeks Kilpatrick	1997-present	Detroit	D
U.S. Senator	Debbie Stabenow	2001-present	Statewide	D
Attorney General	Jennifer M. Granholm	1999-2003	Statewide	D
Governor	Jennifer M. Granholm	2003-present	Statewide	D
Lt. Governor	Matilda Dodge Wilson	1940	Appointed	R
Lt. Governor	Martha Wright Griffiths	1983-1990	Statewide	D
Lt. Governor	Connie Binsfeld	1991-1999	Statewide	R
Secretary of State	Candice Miller	1995-2003	Statewide	R
Secretary of State	Terri Lynn Land	2003-present	Statewide	R
Michigan Supreme Court	Mary Stallings Coleman	1973-1982	Statewide	nominated by R
Michigan Supreme Court	Dorothy Comstock Riley	1982-83 & 1985-97	Statewide	nominated by R
Michigan Supreme Court	Patricia Boyle	1983-1998	Statewide	nominated by D
Michigan Supreme Court	Marilyn Kelly	1997-present	Statewide	nominated by D
Michigan Supreme Court	Maura D. Corrigan	1999-present	Statewide	nominated by R
Michigan Supreme Court	Diane Marie Hathaway	2009-present	Statewide	nominated by D

Michigan Women Celebrate Women's History Month

On March 10, the Michigan Women's Legislative Caucus, the Michigan Women's Commission and women representing numerous women's organizations celebrated women's history month in the Governor's Ceremonial Office. Shannon Garrett, Regional Director, for The White House Project, highlighted the importance of women running for political office.



Shannon Garrett, Representatives Lesia Liss and Joan Bauer, Department of Corrections' Director Patricia Caruso, Commissioners Gloria Woods, Patricia Lowrie, Liaison Sophie Baker and others.

Michigan Women's Commission
110 West Michigan, Suite 800
Lansing, Michigan 48933
(517) 373-2884 fax: (517) 335-1649
www.michigan.gov/mdcr

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CALENDAR

April 22 – “Take Your Daughters and Sons To Work Day” See www.daughtersandsonstowork.org

April 23 – Young Women, Strong Leaders Conference, Campus Center, North Central Michigan College, Petoskey. Call (517) 373-2884.

May is National Osteoporosis Awareness Prevention Month. See the National Osteoporosis Foundation web site www.nof.org

May 4 – Local Elections

May 11 – Candidate Filing Deadline for 2010 August Primary

June is Pride Month

June 9, 10:00 a.m. – Michigan Women's Commission Meeting, 110 W. Michigan Ave., 8th floor, Lansing MI. Legislative Committee 10 a.m., Commission meeting 1:00 p.m. Call 517-373-2884 for information

A more complete calendar is available at www.michigan.gov/mdcr.

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